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FROM: Leslie A. Van Leeuwen  
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Docket No. AUS920010236US1

Serial No. 09/895,886

Atty: MSW / JVL

Applicant: Calderaro, et al.

|   |  |
|---|--|
| <input checked="" type="checkbox"/> Transmittal Letter (2 copies) | <input checked="" type="checkbox"/> Certificate of Facsimile (incl. w/Amendment) |
| <input checked="" type="checkbox"/> Amendment ( <u>15</u> pages)  | <input type="checkbox"/> Notice of Appeal  |
| <input type="checkbox"/> Amendment AF                             | <input type="checkbox"/> Appeal Brief (3 copies)                                 |
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Fees: Amendment \_\_\_\_\_ Notice of Appeal \_\_\_\_\_ Appeal Brief \_\_\_\_\_ Other \_\_\_\_\_

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IBM DOCKET NO. AUS920010236US1

DATE: January 30, 2006

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Application Serial No.: 09/895,886

JAN 30 2006

Sir:

Assignee Name: International Business Machines Corporation  
Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

☒ Amendment and Response to Office Action.

Any additional filing fees have been calculated as shown below:

| For           | Number<br>Filed | Number<br>Added | Number<br>Extra | Rate    | Additional<br>Fee |
|---------------|-----------------|-----------------|-----------------|---------|-------------------|
| Total Claims  | 20              | 0               | 0               | x \$50  | \$ 0.00           |
| Indep. Claims | 3               | 0               | 0               | x \$200 | \$ 0.00           |

Total: \$ 0.00

☒ Please charge my Deposit Account No. 09-0447 in the amount of \$0.00. A duplicate copy of this sheet is enclosed.☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.☒ Any additional filing fees required under 37 CFR Sect. 1.16.☒ Any patent application processing fees under 37 CFR Sect. 1.17.☒ No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to IBM Corporation Deposit Account No. 09-0447.

Respectfully submitted,

By Leslie A. Van Leeuwen  
Leslie A. Van Leeuwen, Reg. No. 42,196  
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Attorneys for Applicant  
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Atty Ref. No. 1030

COMMISSIONER FOR PATENTS  
P.O. Box 1450  
Alexandria, VA 22313-1450

IBM DOCKET NO. AUS920010236US1

DATE: January 30, 2006

**Application Serial No.: 09/895,886**

Sir:

Assignee Name: International Business Machines Corporation  
Assignee Residence: Armonk, New York

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☒ Any patent application processing fees under 37 CFR Sect. 1.17.

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Respectfully submitted,

By



Leslie A. Van Leeuwen, Reg. No. 42,196

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Atty Ref. No. 1030

JAN 30 2006

PATENT

## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:  
Calderaro, et. al.

Serial No.: 09/895,886

Filed: June 29, 2001

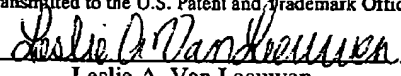
Title: System and Method for  
Improved Personnel  
Compensation Planning  
Factors

\$ Group Art Unit: 3628  
\$ Confirmation No.: 7083  
\$ Examiner: Harbeck, Timothy M.  
\$  
\$ Attorney Docket No.  
\$ AUS920010236US1  
\$  
\$ IBM Corporation  
\$ Intellectual Property Law  
\$ Dept.  
\$ 11400 Burnet Road  
\$ Austin, Texas 78758

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Leslie A. Van Leeuwen1/30/2006  
Date**RESPONSE TO OFFICE ACTION**

Sir:

**A. INTRODUCTORY COMMENTS**

In response to the Office Action having a mailing date of October 31, 2005, with a three-month shortened statutory period for response set to expire on January 31, 2006, Applicants respectfully request reconsideration of the outstanding rejections and reexamination of the present application in light of the following remarks and amendments.

No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to Deposit Account No. 09-0447

Docket No. AUS920010236US1

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Calderaro, et. al. - 09/895,886